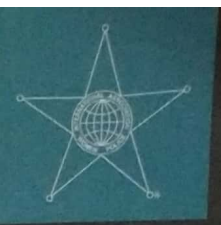


THE OFFICIAL PUBLICATION OF THE INTERNATIONAL ASSOCIATION OF WOMEN POLICE



# Women Police

August-October 2018

## Heritage Award Recipient

**CELEBRATING ANGIE HOLT'S  
OUTSTANDING SERVICE**

## WOMEN AS PEACEKEEPERS

**HOW AND WHY THE UN  
IS WORKING TO ACHIEVE  
GENDER PARITY**

**PLUS STORIES FROM KOSOVO, BRITAIN, GHANA, ECUADOR AND MORE**

# WOMEN AS PEACEKEEPERS



In Freetown, Sierra Leone, Maria Appelblom met with around 70 female officers to discuss gender issues in the police.

## The UN has rolled out several initiatives to achieve greater gender parity and increase the number of women police worldwide.

By Maria Appelblom, Police Chief Superintendent, Swedish Police  
Former Director of the United Nations Standing Police Capacity

**E**VER SINCE ITS GROUNDBREAKING Resolution 1325 on Women, Peace and Security (WPS) in 2000, the UN has strived for enhanced gender balance. It also works toward the protection of women and children and the promotion of their rights in conflict-affected areas around the globe.

To date, the UN Security Council has adopted not less than eight resolutions related to WPS: 1325 (2000); 1820 (2009); 1888 (2009); 1889 (2010); 1960 (2011); 2106 (2013); 2122 (2013) and 2242 (2015) as well as two resolutions from 2016 on i.a. sexual exploitation and abuse (2272) and human trafficking and conflict (2331).

The reasons for the UN's emphasis on women and girls in conflict and post-conflict settings is, of course, that they are differently affected than

men and boys. Sexual violence against women and girls is a cheap way of warfare, which leads to the destruction of social coherence in a society, and at its worst, can lead to ethnic cleansing.

Sexual violence in conflict can, therefore, according to the Rome statute of the International Criminal Court, be considered a war crime and crime against humanity. It is a substantial threat to international peace and security, which is why the efforts to reduce such atrocities have become a priority in UN peacekeeping.

UN peacekeeping missions normally consist of a military, a police and a civilian component, the latter including human rights and rule of law. There are currently 14 missions led by the Department of Peacekeeping Operations.

In addition there are smaller police components in a couple of

political missions. The role of UN police (UNPOL) has developed from mainly monitoring and evaluation missions in the first decades into interim law enforcement (Kosovo and East Timor in the late 90s) and providing operational support to the host state police.

Today, a main task for UNPOL is to advise and assist in the reform, restructuring and capacity building of the host state police in post conflict. Women and men contribute different perspectives due to their different experiences, and peace can never be sustainable without the substantial participation of both men and women in peace negotiations and peacebuilding.

UNPOL, therefore, stresses the importance of a gender perspective in reforming police and providing operational support to the host state. All police reform efforts must be

gender mainstreamed in order to meet the needs of women and men, boys and girls. Further, UNPOL should be a role model for host states as well as for police in UN member states.

In order to fulfill its tasks, UNPOL has taken different initiatives for achieving better gender parity and for mainstreaming gender into its work. Among these is the development of the UNPOL Gender Toolkit, containing training on gender mainstreaming and on countering sexual and gender-based violence.

In 2009, the Global Effort was launched, aiming to increase the number of female police officers in UNPOL from around 7% to 20% by 2014. The number increased to around 10%, but the 20% objective was not met.

In 2015, the UN Security Council called upon the Secretary-General to initiate a strategy to double the number of women in military and police contingents over five years. Currently the objective for UNPOL, as set by the Security Council Resolution, is to reach 20% by 2020. For Individual Police Officers (IPO) from Member States, this goal was almost reached last year. However, for UNPOL as a whole, including Formed Police Units (FPU) and professional posts, and not least leadership positions, UNPOL is still far from reaching its gender parity objective.

In order to increase gender parity, a number of initiatives have been developed. All female FPUs have been trained and recruited – e.g. from India working in the former mission in Liberia (UNMIL) and Bangladesh previously working in Haiti (MINUSTAH, now MINUJUSTH).

Further, UNPOL has invested in all-female trainings, selection and preparation for missions. Marketing activities to encourage female officers to join the UN include the Female Police Peacekeeper of the Year Award and outreach to female police associations such as the IAWP with presence of an UNPOL delegation.

Currently, special training for female officers who aspire to professional



Delegates trained on the UN Gender Toolkit at the IAWP conference in Cardiff.



A UN delegation attended the parade at the IAWP conference in Barcelona.

posts in UNPOL – the Female Senior Police Officer Command Development Course – is ongoing with support from the Canadian government.

Four regional training courses are being held: two Anglophone and two Francophone. Successful participants are considered for membership in a talent pipeline, the UNPOL Female Command Cadre. However, they still need to be nominated and undergo the normal selection process.

The UN is strongly encouraging female officers to approach their governments to be nominated for professional posts or relevant UN training. They are also encouraged to approach their national police or appropriate authority to be selected as IPOs or part of FPUs for UN peacekeeping missions.

More information about the recruitment process, as well as a selection of vacancy announcements, can be found on the UNPOL webpage at [police.un.org/en](http://police.un.org/en). After spending three years as Director of the UN Standing Police Capacity, being one of only a couple of female Directors in UNPOL and being

Maria Appelblom stands with then-Police Commissioner Pascal Champion from France and Deputy Police Commissioner Tabasky Diouf from Senegal.



the only woman in the Police Division Management team, I see the need for more female perspectives and competence within UNPOL.

Working with UN is challenging but also very rewarding, and I sincerely encourage my female colleagues to go for it! 🇺🇳